

Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.

GRADE 041

422A FIRE DISPATCH SUPERVISOR

	A	B	C	D	E	F	10-YR	15-YR	20-YR
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
04/26/08	2,250.48	2,361.64	2,478.38	2,577.30	2,707.69	2,816.33	2,961.27	3,082.27	3,174.74

GRADE 044

031 ASSISTANT FIRE MARSHAL

04/26/08	2,397.52	2,515.95	2,640.33	2,745.72	2,884.64	3,000.37	3,154.73	3,283.67	3,382.18
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GRADE 045

057A EMERGENCY PREPAREDNESS COORDINATOR

04/26/08	2,439.56	2,560.01	2,686.61	2,793.82	2,935.19	3,052.99	3,210.03	3,341.23	3,441.47
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GRADE 046

492A CHIEF FIRE INVESTIGATOR

150 FIRE DISTRICT CHIEF

271B FIRE EMERGENCY MGMT & COMM CHIEF

691 FIRE TRAINING OFFICER

04/26/08	2,626.00	2,755.69	2,891.93	3,007.39	3,159.54	3,286.30	3,455.35	3,596.58	3,704.48
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GRADE 049

193A DEPUTY FIRE CHIEF (U)

327B DEPUTY TRAINING CHIEF (U)

193B EMERGENCY MEDICAL SERVICES CHIEF (U)

186 FIRE MARSHAL

04/26/08	2,843.96	2,984.40	3,131.95	3,256.96	3,421.77	3,559.03	3,742.15	3,895.10	4,011.95
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***** The rates listed above are bi-weekly *****

BENEFITS:**VACATION**Years of Service

1st year thru 5th year
6th year thru 15th year
16th year thru 25th year
26th year and beyond

40 Hour Employee

128 Hours - 16 days (.0616) M
176 Hours - 22 days (.0847) F
216 Hours - 27 days (.1039) Q
224 Hours - 28 days (.1077) R

Years of Service

1st year thru 5th year
6th year thru 15th year
16th year thru 25th year
26th year and beyond

56 Hour Employee

252.0 Hours (10 shifts- 12 hrs.)*
308.0 Hours (12 shifts- 20 hrs.）**
375.2 Hours (15 shifts- 15 hrs 12 min.)*
386.4 Hours (16 shifts- 2 hrs 24 min.)****

- * (4.5 x designated work week)
- ** (5.5 x designated work week)
- *** (6.7 x designated work week)
- **** (6.9 x designated work week)

Effective November 15, 2006: any member of this bargaining unit, who retires from the City and has accrued but unused vacation will have all such time paid out into a PEHP if the member is eligible for and receives severance under Article 16 of the current agreement. PEHP contributions will be made at the time of retirement. (See Article 13.3; 2006-2007 Agreement).

VACATION SELL BACK

Employees may request compensation in case for up to two (2) days of unused vacation within each IRS payroll reporting year upon approval of Department Head and availability of funds. Such election must be made in writing on or before December 1st of each year.

Employees using vacation out of sick leave conversion in the payroll reporting year are not eligible for the vacation cash in.

TOUR OF DUTY HOLIDAY

Two - See Article 14 for payment and eligibility requirements. Effective the last pay period of 2005 (December 10, 2005) the two (2) Tour of Duty Holidays will be eliminated.

SEVERANCE PAY - 1/1/90:

80 days accumulated sick leave credits at time of separation.

YEARS OF SERVICE WITH THE CITY		MAXIMUM SEVERANCE PAY
AT LEAST	20	\$ 5,000
	21	6,000
	22	7,000
	23	8,000
	24	9,000
	25	10,000

SEVERANCE PAY (Continued):

If an employee is separated from the City on or after 1/1/92 and has accumulated a balance of at least 1,850 hours of sick leave credit and at least 25 years of service at the time of separation is eligible for a severance benefit of \$30,000.

If an employee has 20 or more years of service and ruled disabled and is receiving a disability pension and has 1,850 hours accumulated sick leave he/she is eligible for a severance benefit of \$30,000.

Payment shall be made in the three consecutive annual payments of \$10,000 each to a Post Employment Health Plan (PEHP).

Employees are not eligible for the severance plans listed in City Ordinance No. 11490.

RESIDENCY

In accordance with Civil Service Rules

2008 HEALTH INSURANCE

Single: The Employer will contribute \$427.25 - \$525.51 per month for the 2008 single insurance contribution depending on the employee's plan choice.

\$100 per month will be deposited to an employee Flexible Spending Account for those employees choosing the SINGLE Open Access Deductible plan and who made the Flexible Spending Account Election during Open Enrollment or at time of eligibility.

Family: The Employer will contribute \$901.86 - \$1,040.75 per month for the 2008 family insurance contribution depending on the employee's plan choice.

SICK LEAVE ACCRUAL

Effective January 1, 2005 the sick leave accrual rate will be reduced from 15 to 14 days per year.

SICK LEAVE CONVERSION

If an employee has an accumulation of sick leave credits in excess of one hundred and eighty days (180), he/she may convert any part of such excess to vacation at the rate of one-half day's vacation for each day of sick leave credit. No employee may convert more than ten (10) days of sick leave (five days vacation) in each calendar year under this provision.

OVERTIME

Employees required to work in excess of their assigned tour of duty will be compensated at the rate of one and one-half (1.5) times the employee's normal rate. Such compensation shall be made in cash or in compensatory time at the option of the Employer.

MILEAGE

Employees shall be reimbursed at the IRS mileage reimbursement rate in effect.

INCAPACITATION

Regular, full-time employees injured during the course of employment:

Full wages not to exceed 12 months plus accumulated sick leave.

The 12 months shall be first utilized and then accumulated sick leave shall be used.

Regular, full-time employees who are disabled through injury or illness not during the course of employment:

Full wages for a period equal to accumulated sick leave plus six months.

Accumulated sick leave shall be utilized first before the six months.

Effective December 31, 2005 employees will no longer be eligible for off-duty Section 12.10 benefits.

UNIFORM ALLOWANCE

Effective January 1, 2007, the uniform allowance amount is \$489.49.

LIFE INSURANCE

\$10,000